



the Network

Vol. 15, No. 2 _____ Fleet and Industrial Supply Center, San Diego _____ April 1997

Getting supplies is easier than ever!

Gone are the days when it was easier to walk over to the local office supply store than to get items from Navy supply. Now the supplies come to you!

Fleet and Industrial Supply Center offers an exciting alternative to visiting Servmart. ExpressMart gives you the ability to order supplies via phone, fax or the internet.

With ExpressMart you can place an order by 5 p.m. and receive it at your desk by 3 p.m. the next business day.

In February, FISC awarded a contract to Corporate Express to implement the ExpressMart system. Corporate Express is the largest "just in time" supplier to large and medium sized companies of fast moving consumable supplies that typically cost more to order than their actual purchase price in the world. Corporate Express is standing up a dedicated customer service team of 40 people exclusively for the ExpressMart to proactively meet your consumable supply requirements as well as dedicated toll-free lines.

ExpressMart will offer the commodities normally associated with Servmart, but rather than limited to the 2,000 plus items currently carried in Servmart you will ultimately have more than 100,000 to fill most of your needs. This is especially important as new products are regularly introduced into the marketplace allowing greater flexibility and speed to meet your changing needs.

There are numerous benefits to this program according to LCDR Jeff Harrington, who spearheaded this program for FISC. "The added value for the customer in using the ExpressMart rather than shopping out in town themselves is twofold: cost savings by getting contract pricing rather than retail pricing and convenience by having one source to order from as well as a single just in time next day desk/pierside delivery for a wide variety of commodities."

The ExpressMart allows the Navy to reduce its inventory requirement for easily acquired commercial of the shelf products and use its scarce inventory funding to stock those items with long lead times that directly impact mission readiness. Over the last few months it has been difficult for sailors to get everything they need at Servmart. Many shelves were empty because the funding for navy inventory (BP-28) was

dramatically cut at the end of the fiscal year. Now the customers will not be as impacted by these shifts in funding. The Navy buys what it needs, when it needs it.



Photo by Kim Bryant
Doug Archer, left, of U.S. Delivery, delivers the first shipment bought through ExpressMart to Gene Hepler. With ExpressMart, you can place an order by 5 p.m. and receive it at your desk by 3 p.m. the

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ExpressMart will be implemented by geographical delivery area throughout the Southwest Region in phases with a completion date of Sept. 30. The currently scheduled implementation has delivery starting at El Toro and Miramar in April, North Island and Naval Station in May, Point Loma area, Yuma, Point Mugu and Ingleside Texas in June.

For more information on this program please contact Corporate Express at 888-507-3659 visit the FISC Web Site at www.sd.fisc.navy.mil.

Upward mobility program key to strategic plan

In the last year we have acted on a number of initiatives to build capacity for making our customers successful. We've emphasized three critical elements for success: a passion for custom service; radically changing our processes; and a willingness to seek ways to grow personally and professionally. There's been a lot of publicity on our efforts in the first two areas. Now I'd like to discuss the third.

People are a key to success for any organization. We have a wonderful team here at FISC San Diego. Our ability and willingness to change are widely recognized as one of FISC San Diego's greatest strengths. With our Strategic Plan, we are looking at a number of ways to reward employees and continue to encourage professional growth. In the past year, we have promoted more than 50 people within the command to take advantage of their expertise and their willingness to look for better ways to serve the customer. We now need to dig deeper.

The Upward Mobility Program, which is an integral part of our EEO program, gives us a means to move

employees with high potential, but lacking qualified experience, into career fields. This program is a key element of our strategic plan. Through this program we can nurture skills, maintain corporate knowledge, provide On-The-Job training and provide additional incentives to those actively seeking professional growth.

In February, I asked supervisors to look at positions which, should a vacancy occur, could potentially be filled through the Upward Mobility Program. The enthusiasm was great. More than 70 positions were identified. When a vacancy occurs in one of these positions, I encourage supervisors to use the Upward Mobility Program to fill it.

We must have avenues for professional growth at all levels of our organization. Upward Mobility gives employees, who have the requisite



CAPT Max F. Baumgartner

potential and excel in current positions, a chance to grow within the FISC.

NAVSUP corporate values

In an effort to bring the NAVSUP Corporate Values to life, RADM R.M. Mitchell Jr., SC, USN, Commander, Naval Supply Systems Command, has announced a claimancy-wide initiative to begin in mid-March. The Corporate Values are **Employee Excellence, Customer Focus, Teaming for Success, Innovative and Responsive, and Quality Products and Services.**

"The full implementation of NAVSUP's corporate values is key to achieving the reality of 'One-Touch Supply,'" Mitchell noted. He added, they are the underpinnings of the way we must do business to be successful...they focus the behaviors and actions we must share to accomplish our mission and vision. "Recognizing that we hold these shared values provides us with a common language...and guides us toward making the right decisions...to do the right thing!"

Developed as part of the strategic planning process, the Corporate Values are "not new to the corporation...they are here already...stronger and more concentrated in some places...but throughout the claimancy," according to Doug Larsen, who is heading the team overseeing the effort. The key is to invigorate the values so they come to life throughout the organization. Larsen noted that the effort is not a separate program, an extra requirement, or another stand down. There are no checklists. Rather, "we recognize that values need to be embedded in everything we do. It will take a personal commitment from everyone -- employee and supervisor...to make them come alive."

Over the next month, NAVSUP's Commanding Officers will be meeting with supervisors and employees to kick off the program. Awareness tools,

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The Network

The Network is an authorized publication published every month by and for the employees of the Fleet and Industrial Supply Center, San Diego.

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Visit our WebSite at: <http://www.sd.fisc.navy.mil>

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including a briefing on the implementation plan and a video address from Mitchell are being provided to all field activities. In greater detail, NAVSUP's corporate values are:

Employee Excellence:

NAVSUP is committed to its employees and to their development, participation and recognition.

Customer Focus: NAVSUP is devoted to serving its customers and to exceeding their expectations.

Teaming for Success:

NAVSUP aggressively seeks effective partnerships to improve its quality.

Innovative and Responsive:

NAVSUP constantly explores new ideas and methods in order to increase its effectiveness.

Quality Products and

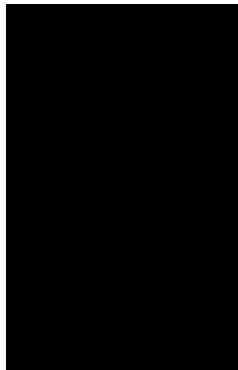
Services: The products and services NAVSUP delivers are always the best.

In addition to the awareness efforts, the Corporate Values will be embedded in the culture of NAVSUP through the NAVSUP Academy, New Employee Orientations, the Corporate Management Development Program and the Executive Development Program, to name a few. How will we know that we have fully integrated the values? While feedback is essential to institutionalizing the values, Mitchell noted "the goal is for everyone to be able to say, NAVSUP's Corporate values are my values. People who do business with me will see NAVSUP's corporate values in action."

Just ask me

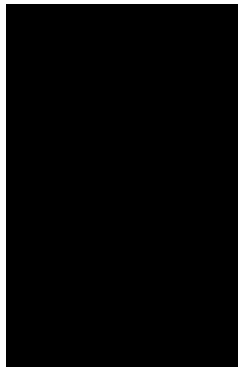
Earth Day is April 22.
What do you recycle or reuse?

I save the egg
containers for
my daughter
Amber for her
art projects
and I save
plastic milk
containers for
her to play in
the sand.



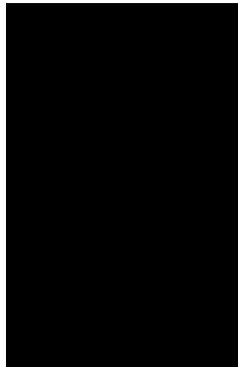
Cynthia Schilling
Broadway

At home, I
recycle alumi-
num cans, glass
bottles, plastics
and newspa-
pers. At work,
everyone
recycles white
paper and
cardboard
cartons.



Steve Dunchak
Seal Beach

I save cookie
tins and reuse
them for coins
or my sewing
items. I also
reuse the tins
during the
holidays when I
bake cookies
for friends.



Tammy Whitney
Balboa Hospital

I recycle
aluminum cans,
metal, plastic
and wood.



SK2 Lee Medvec
Yuma

I reuse the
frozen dinner,
plastic dishes
that they come
in and I return
plastic bags to
the grocery
store.



Cheryl Hemmings
Balboa Hospital

At home I
recycle alumi-
num cans and
plastics for
extra money.
At work, we
save the
government
money by
recycling scrap
metal.



SK2 Bert Edma
SIMA San Diego

SPEDI agreement charts new territory

By Chris Webster

A Partnership Agreement was signed on Feb. 19 between the Naval Air Warfare Center, Weapons Division, Contracts Competency (NAWCWPNS) and the Fleet and Industrial Supply Center, San Diego. The partnership agreement, signed by RADM J. Chenevey, Commander Naval Air Warfare Center, Weapons Division, and CAPT Baumgartner, begins a new era of cooperation between the two Naval activities in developing highly capable Electronic Catalog-based Commodity management using the internet as primary enabling technology, with vendor data bases which will be jointly managed and utilized.

SPEDI has been in operation for almost seven years at the Naval Air Warfare Center, Weapons Division, and is used to buy items within the small purchase threshold. The system supports more than 350,000 line items, and the agreement opens the door for FISC to provide a highly effective means for providing better service to customers and partner sites. It features on-line catalog shopping, Electronic Data Interchange (EDI) functionality, bar-coding, and a client-server architecture with an easy-to-use graphic user interface.

SPEDI is more than just a computer application for buying items. It is a complete process that focuses on what is important to the end users while incorporating electronic commerce (EC) tools and smart application tools. The goal of SPEDI is to make the

buying process simple, accurate, timely, and auditable using cost effective and host portable application tools. The SPEDI process incorporates three key functions: (1) Delegation of controlled, limited small-procurement authority to the buying customer. (2) Award of long-term systems contracts for

***The goal of SPEDI
is to make the buying
process simple,
accurate, timely,
and auditable using
cost effective and
host portable
application tools***

commodity classes of supplies and materials. (3) Use of computer technology to provide communication, control and accountability. The communication piece uses EC tools such as on-line catalogs, EDI and bar-coding to track purchases. The control piece includes automated procurement authority, funds validation, material monitoring and delivery stage tracking.

RADM J. Chenevey, right, Commander Naval Air Warfare Center, Weapons Division, and CAPT Max Baumgartner, Commanding Officer, FISC San Diego, enter a partnership agreement beginning a new era of cooperation between the two Naval activities.

The mission of the NAWCWPNS is to be the Navy's full spectrum research, development, test, evaluation, and in-service engineering center for Naval air weapons systems. While the overall partnership will offer unique possibilities for cooperation in logistics management as we advance toward formal regionalization, the SPEDI partnership will focus initially on alliance with the Contracts Directorate at NAWCWPNS, and will provide access to benchmark technology to interweave into Direct Vendor Delivery methods and processes at FISC, tying-in closely with FISC's One Touch Supply metaphor for all of our customers and partners.

Equally important, the collaboration on SPEDI acquisition programs will capitalize on opportunities for cost avoidance and efficiency as FISC moves forward into broader use of internet/intranet business practices. A Site Configuration Survey will be conducted to determine and identify costs and an implementation schedule, and a FISC Implementation Team, headed by the project lead, Chris Webster, will be moving forward to bring SPEDI to FISC as soon as practical.

FISC, DDDC QMB-managing together

By Janet LaBotz

The Joint Physical Distribution Quality Management Board (JPDQMB) was reactivated in September 1996. This Board oversees processes related

are the programs that will provide us with the ability to manage W Purpose Repairables. Our preparations have targeted cleaning up and reconciling records in U2 and NISTARS.

Two Process Action Teams (PAT) chartered by the JPDQMB have been busy at work in this endeavor. The

75,000 and the number is still dropping. The UCEPS PAT identified systems related problems contributing to exceptions and procedural deficiencies. When this team completes its work they will have established procedures for FISC and DDDC to clear exceptions routinely. The JPDQMB will monitor the exception numbers as part of joint process management.

Another team was chartered by the JPDQMB in September to improve the process of repairable returns from NADEP. NAVICP reported our bounce back rate hovering at 6 percent. This is the percentage of unfilled requisitions referred to San Diego for repairable items coming out of the depots. If the requisition is not filled within a prescribed time frame the referral is "bounced back" to the NAVICP. The NAVSUP goal for bounce backs is 3.1 percent. By November 1996 we had dropped to 2.6 percent and a mere 1.5 percent in January. A joint procedure will be published soon to ensure we continue to use the new processes identified by the team. Furthermore, the JPDQMB will monitor the bounce back rate as well as the time frame from receipt of the material from the depot to its stow in DDDC.

JPDQMB Charter

- * Ensure continuous process improvement for logistics services and products provided to our mutual customers
- * Continually review business practices within Physical Distribution to ensure consistency with Strategic Plan goals and objectives
- * Charter, coach and facilitate progress of Joint Process Action Teams to continuously improve process
- * Define critical interfaces and joint measurements

to receiving and storing material, maintaining accountable records on the MSIR and in NISTARS, making issues, transporting material to customers, performing inventories, receiving material turned-into-store and exessing and disposing of material.

More than 10 years ago Naval Supply Center San Diego established its first Quality Management Board as the Physical Distribution QMB. Even then we recognized the importance of managing and improving the processes that are key to quality products and services for our customers. In 1992, with the implementation of Defense Management Review Decision 902, which transitioned the warehousing functions to DDDC, we continued to meet as a QMB and renamed it the Joint Physical Distribution Quality Management Board.

Today the JPDQMB meets twice a month and has been instrumental in preparing FISC and DDDC for implementing the NAS Requirements releases for U2 and NISTARS. These

MSIR-NISTARS Reconciliation PAT was chartered in October 1996. Using a new program designed to reconcile our records this team identified over 30,000 records out of balance. Today there are fewer than 2,000 records not reconciled. These are being worked individually due to their high dollar value. Additionally, the Reconciliation PAT is identifying on-going procedures and measures to ensure our records are maintained accurately.

The second team working in support of the clean-up is the UCEPS PAT. UCEPS is the program in U2 that accumulates and controls exception processing. In December 1996 we had more than 300,000 uncleared exceptions in UCEPS. Today we have about

JPDQMB Team Members

Evelyn Bourgeois - FISC 33
Ed Cruz - FISC 120
Ken Dibiasio - FISC 930
Richard Gallardo - DDDC DC
Don Gray - FISC 42
Mae Inge - DDDC S
Janet La Botz - FISC 41
Greg Lavardo - FISC 910
Carol Mott - DDDC X
LT Rich Obregon - DDDC SARO/Recorder
LT Kristine Smith - DDDC E
Charlene Sobel - FISC 30
Bill Weinfurtner - FISC 901
LCDR Craig Williams - DDDC T/Leader
Janet Wood - FISC 101

Climate Survey Results

I want to take this opportunity to share with you all the results of the Climate Survey that was conducted mid-November and finalized the end of December 1996. I was pleased that 70 percent of you, 613, responded out of 876 employees surveyed at 15 work centers. Thank you for taking the time to help us identify those areas in need of improvement.

We conducted this survey to get feedback about our climate, or in other words, our culture. This is a tool to give us visibility of where our methods and systems work well and where they could use some improvement. Without follow-on actions this would simply be interesting information. It will be more

than that for us. We will follow through on the actions that have been identified based on the survey results.

Each supervisor will receive a hard copy of the total survey package which will then be made available to you. Supervisors will be meeting with their respective work groups to discuss the survey results and the enclosure to this memorandum.

Listed are the strengths and opportunities for improvement that the ESC identified in a group session. Additionally, listed are actions the ESC felt would improve the areas where the survey indicated room for improvement. We found that most of the opportunities for improvement fell

within goals, objectives, and supporting plans that were previously identified in our Strategic Plan. Therefore, the ESC feels that aggressive pursuit of these actions in the Strategic Plan will make the improvements we need in our climate and culture.

This is your chance to tell the ESC if we are on the right track. Please take advantage of the opportunity to meet and talk with your supervisor/coworkers about the survey results to confirm/modify the action list and provide additional feedback. Department Heads will be collecting feedback and suggestions to present to the ESC by the end of April.

M. F. Baumgartner

Strengths and opportunities for improvement

Strengths

- ☺ There is good communication in smaller work groups.
- ☺ People see themselves as part of a team and want to stay there.
- ☺ People have a feel of accomplishment.
- ☺ People can get information and provide feedback to their supervisors.
- ☺ We have a multi-tasked workforce.
- ☺ Workers have knowledge of the Strategic Plan.
- ☺ Workers feel their work is meaningful.
- ☺ Workers are free to decide how to do their job.
- ☺ People are generally satisfied with their jobs.
- ☺ Goals are clear.
- ☺ People work well together.
- ☺ People achieve high levels of performance.
- ☺ Employees are customer oriented.
- ☺ Workers monitor the quality of their suppliers.
- ☺ People take pride in their workmanship.

Opportunities for Improvement

(Grouped with actions)

- ☺ Workers feel recognition is not timely.
- ☺ Need more recognition for special achievement.

Action - Strategic Plan 1.6

Aggressively publicize and implement the Recognition Program. Aggressively push recommendations through the Recognition QMB.

- ☺ Workers want more face-to-face communication.

Action - Strategic Plan 1.3

Develop a Leadership Competency Based Certification (CBC) program that focuses on developing well-trained employees with leadership skills.

- ☺ Need to communicate the right information.

Action - Strategic Plan 1.3 and 1.8

Implement Leadership CBC.

Implement Communications Plan

- ☺ Need more personal involvement with decision making at the lowest appropriate level.
- ☺ Get more people involved in planning and goal setting.
- ☺ Need management support for

process improvement activities.

- ☺ Need more worker involvement in improvement activities.
- ☺ Need to use process improvement methods and tools.

Action - Strategic Plan 1.3 and 1.5

Establish continuous process improvement performance targets for all leaders.

Develop Work Plan Objectives for supervisors that focus on continuous Process Improvement.

Initiate, analyze and act on internal and external customer feedback.

Review, improve, reengineer work processes individually and as teams. Create greater capacity to perform the above tasks.

- ☺ Need to establish an environment of trust.

Action - Strategic Plan 1.3 and 1.8

Hold NAVSUP and FISC driven discussions regarding Corporate Values at all levels of the organization.

Implement Leadership CBC training. Implement Communications Plan.

Vehicle pool program

The Command has been looking at ways to increase the number of available parking spaces for our employees and promote efficient use of government vehicles at the Broadway Compound. One way to achieve this goal is to relocate our government vehicles to Pier 11A and create a vehicle pool.

On March 17, all departments were directed to turn-in PWC and GSA leased vehicles to Mike Stevens, Consolidated Mail Facility (CMF) Manager. The government vehicle pool program will result in: 30 additional parking spaces for employees and carpool participants; promote efficient use of vehicles; reduce vehicle rental cost; reduce the number of parking spaces required for government vehicles.

A dispatch reservation system was established to facilitate efficient use of government vehicle parking on Pier 11A.

To reserve a vehicle contact the CMF dispatcher, Doreen Athearn at 532-2803.

The dispatcher will coordinate reservation of vehicles, parking placard use, and control vehicle parking on the pier.

To obtain more information, contact LT Todd Stephens at 532-1904 or Mike Stevens at 532-2517.

Your participation in the FISC government vehicle pool program will greatly increase efficient use of government vehicles, increase parking spaces for our employees, and help reduce taxpayer costs.

Lost and found

The FISC Security Office has many items turned in to them, and no one has come in to claim the items.

Items turned in include: money,

and the role FISC plays in the overall economy.

Participation is easy! The first thing you need to do as a sponsor is check with the your child's school to see if they are participating in this event. Most schools allow participation with the agreement that students will submit a written report about their experiences as credit for attendance. You may invite your child, grandchild, niece, nephew, sister, brother cousin, friend or neighbor between the ages of 8 and 18 to share your day.

Next, contact Terri Bratcher at FISC Training either by telephone at 532-2038, fax at 532-2340 or cc:Mail by close of business April 14 with the following information:

Your name (sponsor)
Department/code
Work phone
Your child's name (guest)

Photo by Kim Bryant

FISC HRO relocates

The FISC Human Resources Office recently relocated to the 6th floor of Bldg. 1, Broadway Complex. This temporary move accommodates a seismic retrofit project in Bldg. 12. Customers can visit the HRO information and reception area from 7:30 a.m. to 4 p.m. For more information on the FISC Human Resources Office call 532-2743.

umbrellas, wallets, keys, etc.

If you have lost something, go to the Security Office, Bldg.1, first floor to identify your item.

Take Your Child to Work Day, April 24

On April 24, FISC will be sponsoring the fourth annual, "Take Your Child to Work Day." This is a nationally sponsored event specifically dedicated to the next generation of young people who will work in the world and make great contributions and change.

On this day, participants are invited to experience the realities of the world of work while observing how their sponsors contribute to the workforce

Age

Male or female

(No more than two guests per sponsor please)

The day will begin with a Welcoming Orientation program from FISC Training at 8 a.m. at the Broadway Compound Bldg. 1, 3rd Floor Nautical Training Room. All sponsors and guests should make arrangements to begin their day here then return to the sponsors worksite where you will spend the rest of the workday.

We welcome your participation! Remember, you will be among millions of sponsors demonstrating their support and concern for our young people and for making their dreams mean business.



Surfin' the Net at Work

(or don't get wiped out in Cyberspace)

By Mary Markovinic
FISC Public Affairs

There's been a lot of hype about "surfing the net" or browsing the internet in the media over the last few years. FISC San Diego recently published an instruction manual for those interested in getting internet access at work.

Before you get excited wanting internet access in your office, here's some information about how you might use the Net in the workplace. The first thing to understand is that the Net is nothing more than another tool to help you communicate and research.

Before you even begin to fill out the paperwork for your request, take a look at your equipment. Do you have 16 MB of RAM on your computer? If you have anything less... clip this article, file it away in your desk drawer and pull it out once you do have 486 with 16 RAM or more. Although you can get internet access with a 386 and 8 RAM, you'll be sitting there waiting for graphic intensive homepages to load for a while.

You may be unsure whether you have internet access on your terminal now. If the terms Microsoft Explorer or Netscape Navigator are unfamiliar to you and there are no icons on your windows with these names then you're probably thinking about our internet access with cc:Mail. You can send or get messages through the Internet with

our cc:Mail system. That means that not only can you send a message to someone else at FISC but you can send a message to anyone else with an "internet address."

But sending internet mail and "surfing the net" are two different things. With a browser software you can access homepages throughout the world. Browser software, such as Explorer or Netscape, will show you the pages in a windows environment.

If you subscribe to one of the many popular computer services at home you already have a browser capability there. Using software like Netscape or Explorer is a direct internet without the Pet Forum or sports scores (unless you go to those types of pages-- which you shouldn't at work!!!).

So what can the Internet do for you at work?

Sending cc:Mail to an internet address

You need to send information to a person who just gave you their internet address. Now what do you do?

1. First, get into your cc:Mail and create your message.
2. Next, in the address box type "Internet-Emh1"

The FISC Public Affairs office uses the internet as a part of daily operations. Here's how we use it... to get information.

We most often access the Navy Public Affairs WebSite (www.navy.mil). From here we download latest Navy Wire Service stories, news releases, copies of speeches, digital photos, and get information on ships. Navy and DoD public affairs have gone completely electronic. . . they no longer send information in hardcopy form to use in the NETWORK. Filler articles from the Armed Forces Information Service now need to be downloaded from the net (www.dtic.mil/afps). The PAO directory only comes in electronic format as well.

If we're in need of information that is DoD related we go to DefenseLink (<http://www.dtic.dla.mil/defenselink/index.html>). That's where

3. Another address box will pop up. In this box type the internet address you want to send a message to. Example:

jane_doe@command.navy.mil

(At this point you can also save the address for future use.)

5. Hit Okay

6. Now you're ready to send your mail!

we can find out answers to most frequently asked questions (FAQs) on the Department.

Sometimes we're asked about various political happenings that affect us in government. Well, there's lots of places to look this up. For the official White House news release we can go to **www.whitehouse.gov** or the Senate (**www.senate.gov**) or the House of Representatives (**www.house.gov**). If I want other general information I can go to the Federal Employee's News Digest at **www.clubfed.com** or Federal Times at **www.federaltimes.com**

As a government purchase card holder, I can look up information at UNICOR (**www.unicor.gov**) or GSA (**www.gsa.gov**). I can also look up the latest credit card program updates on NAVSUP's homepage (**www.navsup.navy.mil**).

And for really general information on the government. . . say I have a question about the IRS or Electronic Commerce or the National Performance Review. . . I can look it up at the FEDWORLD (**www.fedworld.gov**).

All of these places have links to other homepages to guide you on your hunt for information. Many of them also have search engines where you can

A major rule of thumb when searching for answers is that if you can get the information with a simple phone call - do it. It can take you twice as long to get the same information via the internet

put in a key word and it will check various homepages for information. There are search engines on most of them including Defenselink and Fedworld.

Search help can be found at **www.yahoo.com** or **http://altavista.digital.com** or **www.lycos.com** These will help you find information on a lot of topics include federal, state and local information.

It's important to remember that information on most homepages are only as good as what's posted -- so you might not find EVERYTHING you need on one single homepage. These pages were created by people with their own thoughts of what they want to see go out.....it's not always all encompassing.

Also another major rule of thumb when searching for answers is that if you can get the information with a simple phone call - do it. It can take you twice as long to get the same information via the internet (based on access time and your computer speed).

The Navy supply community homepages also has a number of helpful pages. NAVSUP has its own home page as does FMSO and NAVICP. You can visit them at **www.navsup.navy.mil** or **www.fmsso.navy.mil**. DLA has a page at **www.dla.mil** or **www.supply.dla.mil**

Here at FISC San Diego, we established our own homepage (**www.sd.fisc.navy.mil**) for our customers to get information on our products and services and gain a better understanding of our organization.

Some of the things you'll find on the FISC Homepage include information on requisition services, the customer service handbook, household goods moves, fuel, contracting, a phonebook, the Flash and Network on-

line, and much more! We also have links to other sites to assist our customers and employees in their search for information. Example: A vendor looking for information on bill payment. . . we have a link to the DFAS page (**www.dfas.mil**).

Beware of some of the *.com pages. While there is free access to many homepages (namely the *.mil, *.gov,) some commercial news pages require a subscription. They will tell you this the first time you log on and then give you a free introductory trail and then require you to give them a credit card number.

Finally, it is important to remember that **internet access must use it for business purposes only**. Do not look up the scores for last night's game or check out the latest upgrades to your favorite truck or browse through pages on the latest movie releases! Violators of this policy will be reprimanded and could potentially be terminated.

The INFOSEC Division, Code 031, has an information package to give individuals requesting full internet access (www access). The package includes a copy of the command internet use policy, www access request form, and a document explaining end-user internet basics, etiquette, and security vulnerabilities that the end user needs to be aware of. Call 532-1958 or cc:mail to Suzanne Roberts to obtain this package.

What is a www, http, mil?

www = World Wide Web

http = Hyper Text Transfer Protocol

FTP = File Transfer Protocol

HTML = Hyper Text Mark-up Language

URL = Uniform Resource Locator

Each address has a suffix.... *.com, *.mil, etc. These help determine the source of the homepage. For example...

.mil Military organization

.gov Government

.com Commercial

.edu Education institution

.org Non-profit organization

.net larger network

.uk Regional two letter extension (UK-United Kingdom)

Hint on downloading files....

Always run a virus check after downloading a file from the internet...even if it is from another government source. For more information contact INFOSEC at 532-1958

Cancer, 2nd leading cause of death in U.S. Good news - can be prevented, treated

By Shannon Lamdin

“Cancer.” It’s a word that strikes fear into the hearts of many - and with good reason. Although most people think that cancer will strike someone else, the statistics tell another story.

April is National Cancer Prevention and Awareness Month

The average person has a one out of three chance of encountering cancer sometime during their lifetime. Cancer is the second leading cause of death in the United States. It’s estimated that more than 560,000 Americans will die from cancer this year alone. That’s almost 1,500 people every day! And almost 1.4 million new cases will be diagnosed this year.

Yet do we really understand what is meant when we hear of “cancer?” We hear the word so often that sometimes we become numb to what it really means. Normally, the cells in the body reproduce in an orderly manner. Yet cancer occurs when a large group of abnormal cells grow and spread in an uncontrolled pattern. Cancer spreads when the cells invade and spread to neighboring tissues and body parts through the blood stream or the lymph vessels. This process is known as metastasis. The cells may grow into masses of tissue called tumors which may be benign or malignant (cancerous.)

There are more than 100 forms of cancer. Among women, the most commonly diagnosed cancers include cancer of the breast, lung and bronchus, as well as colon and rectum. Among men, the most frequently diagnosed cancers are cancer of the prostate, lung and bronchus, and also colon and

rectum. Among both men and women, lung cancer is the leading cause of death due to cancer. Lung cancer accounts for 25 percent of all cancer deaths among women and 32 percent of cancer deaths among men. Although anyone can get cancer, the incidence of cancer typically rises with age. More than 58 percent of all cancers occur after the age of 65. However, even though only one percent of all cancers occur before the age of 15, cancer is still the leading cause of death by disease for children between the ages one to 14.

So what causes cancer? There are both internal and external factors that cause or contribute to cancer. Internal factors, like hormones, immune conditions and inherited mutations can contribute to your risk of developing cancer. External factors such as chemicals, radiation and viruses also increase your cancer risk. These factors can act alone or together. The rate at which cancer spreads varies. Some cancers show up very quickly and others take years to surface.

Despite all the grim statistics, there is good news!

Many forms of cancer can be prevented or treated. Earlier cancer detection gives you a greater chance of survivability. Early screenings and self-exams can detect cancers of the breast, tongue, mouth, colon, rectum, cervix, prostate, testis and melanoma at an earlier stage when treatment is more likely to be successful. More than 10 million Americans alive today have had cancer. Of these cancer survivors, more than seven million were diagnosed over five years ago. Thanks to recent discoveries in cancer research, many cancers can now be cured. Acute lymphocytic leukemia in children, Hodgkin's disease, Burkitt's lymphoma, Ewing' sarcoma, Wilms' tumor, rhabdomyosarcoma, testicular cancer and osteogenic sarcoma are just a few cancers which can be cured today.

And there's more good news! Over 35 percent of all cancers can be attributed to lifestyle choices. This



means that by learning more and taking charge of our health, one can greatly reduce the chance of developing cancer. Of the 700,000 skin cancers diagnosed in 1994, about 90 percent could have been prevented simply by protecting oneself from the sun's rays. Cancers caused by smoking and heavy alcohol use could be prevented almost entirely.

Knowing that many forms of cancer can be prevented, we should be encouraged to do everything possible to reduce our own cancer risk. Although there is no way to guarantee you will not develop cancer, these steps will help you greatly reduce your risk of developing cancer.

Don't Smoke.

Smoking is the biggest risk factor for lung cancer and also puts you at greater risk for other cancers.

Limit the use of smokeless tobacco

Chewing tobacco and snuff increases the risk of developing cancer of the mouth, larynx, throat and esophagus.

Restrict alcohol consumption

Heavy drinking, especially when combined with cigarette smoking or smokeless tobacco use, greatly increases your chances of developing oral cancers and cancers of the larynx, throat, esophagus, and liver.

Maintain a healthy weight

Obesity is linked to cancers of the uterus, gallbladder, breast and colon.

Eat at least five fruits and vegetables each day

Foods rich in vitamin A and C help protect you against cancers of the stomach, throat, lungs, larynx, esophagus and colorectal.

Eat more high fiber foods

Whole grain foods, such as cereals, pastas, rice and beans, help protect you from colon cancer.

Eat less smoked, salted and nitrite-cured foods

Smoked and cured foods, such as ham, bologna, bacon and hot dogs, may


contribute to esophagus and stomach cancers.

Eat less fat

A high-fat diet increases your risk of breast, colon and prostate cancers.

Protect yourself from the sun

Using sunscreen and protective clothing while avoiding the sun during the hottest hours protects you from skin cancer.

 **Reduce or limit exposure to radiation and hazardous chemicals**
Exposure to industrial agents increases the risk of developing cancers. The risk of lung cancer from asbestos is greatly increased when combined with cigarette smoking.

Practice regular self examinations

Regular self-exams can increase the likelihood of detecting breast or testicular cancer at a treatable stage.

Visit the doctor regularly

Health related checkups and tests may identify early signs and symptoms of many types of cancers including breast, uterus, cervix, colon, rectum, prostate, mouth, skin, testes, thyroid, and lymph nodes.

For more information about cancer and screenings, call the Cancer Information Service at 1-800-4-CANCER, the American Cancer Society at 1-800-ACS-2345 or the local ACS branch at 299-4200.

Know the 7 basic warning signs of cancer!

1. Sudden change in bowel or bladder habits.
2. A sore that does not heal.
3. Unusual bleeding or discharge.
4. Thickening or lump in breast or elsewhere.
5. Indigestion or difficulty in swallowing.
6. Obvious change in wart or mole.
7. Nagging cough or hoarseness.

Welcome Home... FISC recaps DMC

Welcome home to a portion of the former FISC Information Technology Department. The Defense Information Systems Agency (DISA) recently approved the recapitalization of the group which until recently was the Defense Megacenter (DMC) San Diego, Code WES6, End-User Division. About 24 people are back in the FISC family as of March 2.

The team has merged with the Systems Integration Department, Code 030 and Charlene Sobel leads the department. Don Slaten assumes a new role as the Director, Technology Planning Department, Code 010, whose charter includes future Information Technology development and implementations.

According to Sobel, "it is exciting to come home again and we really appreciate the warm welcome we have received! Our challenge, however, is to continue the successful partnerships with DMC San Diego as the provider of our mainframe support regardless of who we work for."

The FISC Information Technology Department was originally transferred out of FISC in 1993 (except for 15 individuals who remained with FISC) as part of the Defense Management Reviews, specifically DMRD 918. They became the Information Processing Center (IPC) San Diego prior to merging with the Defense Megacenter in 1995. Remaining with DMC are the traditional mainframe support staff including computer operators, schedulers, and systems programmers.

Focusing On

Hazardous Material has the “Goods”

By Peggy Nelson
FISC Site NAVSTA SD

Susan Good is one of the newer additions to our Hazardous Material Department. She has been with FISC since June 1996, and has already proven to be a great asset and team player.

Good was originally hired as the Shelflife Coordinator for a short period of time, before taking a lateral to become the Operations Manager. She provided training to ships and shore activities on how to manage their shelf-life material by providing tools to extend shelf-life on qualified materials.

As the Operations Manager, her duties include overseeing all HAZMIN facilities, daily operations. With this position she will look at establishing some new goals for HAZMIN personnel as well as establishing some Standard Operation Procedures for all sites.

Good is presently assisting in the recent expansion of the “Shop Towel” contract managed by FISC. It is a service contract which has drastically reduced the need of procuring baled rags to clean or wipe up petroleum products and having to dispose of them. The contract allows clean rags to be dropped off and dirty ones to be laundered and delivered back to the customer. The savings have been \$700,045 this fiscal year.

Since 1992, FISC’s HAZMAT program has diverted more than six million pounds of hazardous material from the waste stream and saved the Department of Defense, Navy and taxpayers nearly \$18 million.

Good grew up in the country outside of Stockton, California. She was a member of the local Girl Scout troop and also the Future Farmers of America. Her favorite hobby has always been and is music. She plays

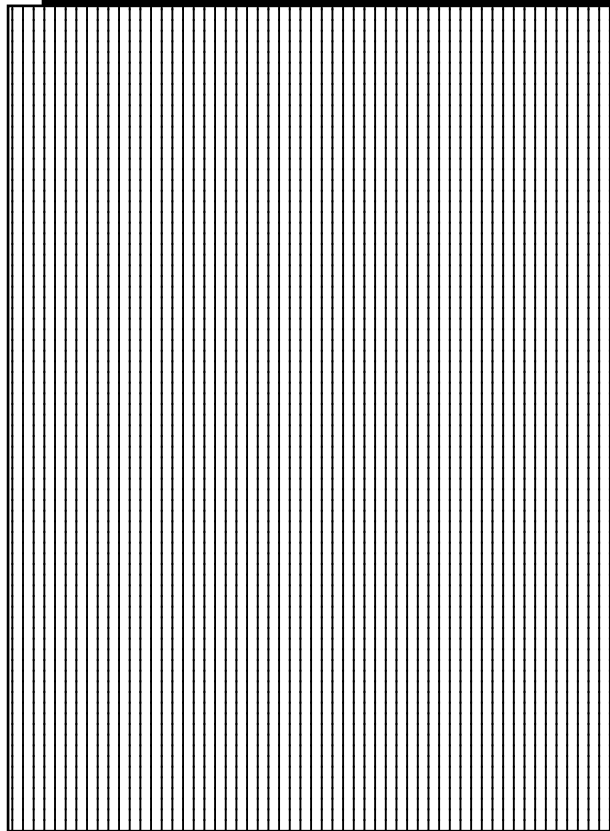
the guitar, clarinet and piano.

She was a member of the orchestra in her high school and participated in some of the musicals and plays at her school. She was chosen and attended Music Camp at the University of Pacific, Stockton, California for additional musical training. Her love for music followed her on to college, attending San Joaquin Delta College where she continued in that field. Good’s musical talent was inspired by her family, primarily her mother, who played violin and was given voice lessons as a youth. Good began her training in the fourth grade.

Good began working for the Navy at NAVCOMSTASF Rough & Ready Island in Stockton, Calif. as a summer hire, this lead to enlisting in the Navy for training. She spent three of the four years as a Aviation Ground Support Technician. She was stationed briefly at Great Lakes, Ill. and Millington, Tenn., for training and then Miramar Naval Air Station, in the training squadron VF124 of F-14 fighter jets.

Her transition back to civilian life eventually brought her here to FISC. Working with HAZMAT is a welcome challenge for Good.

Mary Terry, Hazardous Material Director said, “Good has a great vision for this command. Her help in this



Susan Good

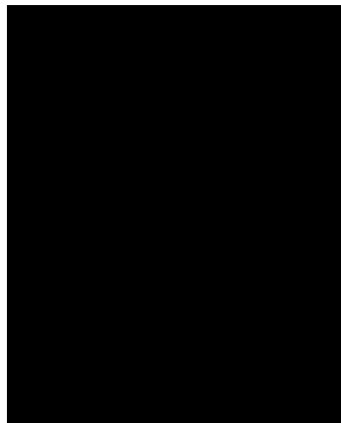
department has shown in all our new programs.”

Good is actively involved with her community in the Neighborhood Council and very active with her son’s school, she is a member of the Parent Teacher Guild Board this year. Her 11-year-old son, Gabriel is in the school choir and plays piano at church. He also plays flag football and can’t wait for the coming season. Currently he is in his first formal play, Cole Porter’s “Anything Goes” where he is a chorus member and dancer. He’s also quite a fisherman, and camper.

“I believe this is an exciting time to be in the Government service and I am looking forward to the positive changes and growth we will certainly see in the future as a corporation,” said Good.

In The Spotlight

In the spotlight



LCDR Ted Olson

In January LCDR Ted Olson relieved CDR Steve Castillo as Naval Station Site Director (100N). Olson was born and raised in Walnut Creek, Calif. and earned his Bachelor's Degree in Marketing from Cal State University at Chico. After a brief (but unfulfilling) career in the private sector, he joined the Navy in 1985 via Officer Candidate School (that's an executive fast track program for you Academy types). Armed with the knowledge and technical skills that can only be learned from six months of academic probation at Navy Supply Corps School, Olson was rushed to the fleet.

His previous tours of duty include Sales/Disbursing Officer, USS THACH (FFG-43); Supply Officer, USS WILLIAM H. BATES (SSN-680), Combined Bachelor Quarters Officer, NAS Moffett Field, and Readiness Officer, USS CONSTELLATION (CV-64). During his 11 year career Olson has participated in Operation Earnest Will, and diligently watched CNN throughout Desert Storm. Of his wartime experience Olson said, "I'm just about over my crush on Lynn Russell." He was awarded the Navy Commendation Medal (2), Navy Achievement Medal, and has qualified in Surface, Aviation, and Submarine Supply. Olson and his wife Seonghee (she's Irish) reside in Rancho Penesquitos with their son Eddie (5), daughter Alice (4), two fish and a minivan. He is currently enrolled at USD in their MBA program.

Retirements

Edward W.

Jacobson III,

Code 610N

Ione E. Slusher,

Code 100N

Gerardo P. Espe,

Code 120C

Walter F. Wright,

Code 100B

Ingleside

Ronald Jakcsy, ATAC

Pat Sutherland, FISC Site NAVSTA

JoAnn R. Harrison, Code 112D4

JoAnn Harrison began her outstanding career with a 120 day detail in Pre-Expended bin material. She was so valuable in that position that she was made permanent and became the backbone of this critical program. She was always there for the customer, resolving shortages and improving the process. Harrison was there for her fellow employees, helping, listening, and being a friend.

Harrison moves from the PEB to the Dynamic Component support area. She is one of the best examples of employees accepting change that management could ask for. She jumped into the new tasks of an Airframe Equipment Specialist with everything she had. She learned the new tasks quickly and with perfection. Harrison's effort directly supported the reduction of non-workable components such as landing gear and rotor heads as well as numerous other aircraft parts. Her actions resulted in the reduced turn around time for the program and more effective support to the fleet.

Harrison has two daughters and lives in Santee. We'll miss her!

Dean Smith

Bravo Zulu

FISC Det Ingleside for correcting a SQQ-30 sonar CASREP for USS GUARDIAN

TO FISC Team, Super well done in executing an impressive FISC overview to our Retired/Reserve Supply Corps Officers and to **LT Robin Barnes** for a



Ronald Jakcsy

great job in overall coordination.

Nancy Diaz for extra effort in details to a customer do-it-yourself move

Jodie Morehouse for outstanding support provided in course coordination.

Fuel Department personnel for providing more than 3.5 million gallons of DFM and JP5 fuel during FLEETEX 97-1.

Pat Sutherland; SKCM Robert Rippel; Tribbey Strehle; Sandra Tafolla; and Joyce Cozart for providing the USS NEW ORLEANS with the support necessary to prepare for a successful WESTPAC.

Letter of Commendation

Lt. Cdr. Mark Buchan-Steele who was part of a team that was instrumental in developing and implementing a Customer Information Center

LCDR Ricardo Orias for outstanding performance in support of the Force Medical Office, Commander Naval Air Force, U.S. Pacific Fleet

Joseph Annandono for meritorious performance as the Activity Coordinator for FISC San Diego, in the County Combined Federal Campaign.

Cynthia Hedges; Joe Moralina;

Deborah McGlennon; Jerry

Stafford; Larry Lahtinen; Amy

Degen; Janet Wood for team efforts in developing and implementing a Customer Information Center.

Letter of Appreciation

Charles Shipp for contribution to the U.S. Federal Communications Commission

Jo Escalera from Defense Finance and Accounting Service

LT Alex Berzins for volunteering to complete, due to an early departure of a fellow officer's assignment, for the Combined Federal Campaign

Frances Cardozo for overseeing the transfer of eight micropurchase buyers, their support staff, and associated equipment, all in a manner that made the transfer appear seamless.

Mike Stevens; Jim Hart; and Ron



Congratulations...

To the Material Handling Equipment (MHE) Self Help Program team on their stellar performance. Over the past six months, the USS PELELIU/FISC MHE team completely refurbished 16 shipboard forklifts. This self help project sliced PELELIU's MHE overhaul bill by more than half from approximately \$200,000 to less than \$95,000. PELELIU's MHE technicians also received invaluable hands on training under expert guidance of FISC's MHE artisans.

Back left to right, Daniel Garcia; Wilfredo Rosales; Raynold Despojado; Pablo Santos; Serafin Cabral. Front, left to right, Al Hooper; Ken Preston; Doroteo Gumarang; the late Robert Bleach; and John Sparks.

Kyle for providing an in-depth orientation of the Consolidated Mail Facility during FISC Pearl Harbor's visit

David Johnson for mediation services he provided to NAS North Island Human Resources Office

Lynda Burton for outstanding professional support of the San Diego Circuit Consolidation Project

Meritorious Civilian Service Award

Larry Spalding for service which has

been of high value and benefit to the Navy

Meritorious Service Medal

CDR Steven Castillo, Gold Star in lieu of Second Award

CAPT Keith Fargo, Gold Star in lieu of Third Award

CDR Ernie Anastos, Gold Star in lieu of Second Award

Thank You

Teddy Santos for participating in "Contracting Connections"

Pat Momita and staff for the hard work provided to NCTSI.

James Conrad for coordinating the Navy procurement training session

Mary Ketelhut; Mary Markovinovic;

Kathleen Boggess;

Larry Crutchfield;

Georgia Shute; Tom

Vallez for taking time

to meet with the

Association of Govern-

ment Marketing

Assistance Specialists.

CAPT Jim Garban;

Mike Stames; CAPT

Keith Fargo; Cindy

Hedges; and LCDR

Dennis Yeatman for making NAVICP's visit a productive experience.

Tracy Allen; Gary Momita and his staff; and **Lynne Lester** and her staff for getting HRSC-SW "up and running"

Certificate of Recognition

Clyde Jones as an honorary Price Fighter for possessing outstanding personal resolve, initiative, and selfless dedication to the DOD's efforts in combating overpricing.

Letter of Appreciation

CFC Eagle Donors

John Adams; Veronica Baylon; Paul Clingerman; Lynne Lester; Jerry Llanos; Floyd Maxwell; Roselie Pachucki; Bob Primrose; Teddy Santos; Kieko Young; Gwendolyn Young; Bob Vail; Edward Jacobson; Mary Wall

CFC Keyworkers

Lorraine Adam; Tracy Allen; Aver Connor; Gloria Ewing; Shannon Lamdin; Lonnie Fountain; Ray Gomez; Susan Good; Gene Hepler; Margie Hontucan; Sylvia Lopez; Brainard Platt; Gloria Reddick; Cynthia Schilling; Doreen Skinner; Anna Stinson; Paul Stuhler; Jean Williams; Gina Wolf

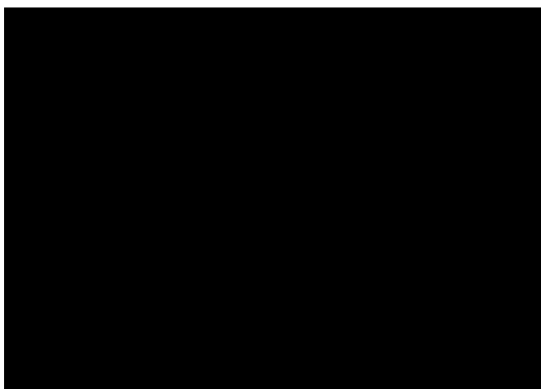


Photo by Kim Bryant

Fair winds and following seas...

CDR Steven Castillo, center, retired from the Navy with 18 years of honorable service on Feb. 28. His close friend, **CAPT Tad Chamberlain**, COMNAVAIRPAC was in attendance and **CAPT Max Baumgartner**, FISC Commanding Officer.

The Back Page

By Mary Markovinic

Welcome aboard

LT Paul A. Godek. He is assigned to Code 100, FISC Site North Island. He comes to FISC from USS DWIGHT D. EISENHOWER CVN-69.

FISC welcomes two Bettys. **Betty Garnett** is the new secretary for Code 100C at the North Island Site. **Betty Johnson** (formerly Concha) is back at FISC as the new Employee Development Director, Code 026.

People

There will be some major changes at FISC this summer. **CAPT Max Baumgartner** has announced that he will retire from the Navy this summer. A Change of Command, and now Retirement Ceremony, will be held in August. **CAPT Bill Bickert**, currently at DLA, has been selected to be the new Commanding Officer. Soon afterwards, **CAPT Jim Garban** will be leaving FISC to assume command of DFAS OPLOC San Diego as director **Linnell Fredella** retires. **CAPT Keith Fargo**, currently FISC Customer Service Officer, will take **CAPT (Sel) Bill Kowba** will arrive Aug. 4. to assume duties as Customer Service Officer.

Partnership Update

FISC welcomes members of the Fleet Technical Support Center Pacific (FTSCPAC) to the FISC Family. FISC assumed operational control Dec. 15. They transferred to FISC roles in March.

FISC also recently assumed responsibilities for CBC Port Hueneme Procurement. A BCA is currently under development for the remainder of supply operations.

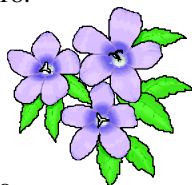
The partnership between FISC and SUBASE San Diego continues to thrive. The Official ribbon cutting is scheduled for April 18.

Thank you

Dear FISC Family:

Mere words alone cannot begin to express the depth of gratitude I have felt at your expressions of sympathy upon the recent and sudden death of my youngest brother, John. Your condolences, cards, flowers, and monetary contributions to the Epilepsy Foundation were deeply appreciated by all of us. Thank you one and all very much.

Barbara Ashcraft and Family



In Memoriam...

Robert Bleach passed away on March 20 from a massive heart attack. He worked at the Material Handling Equipment (MHE) at FISC Site North Island.

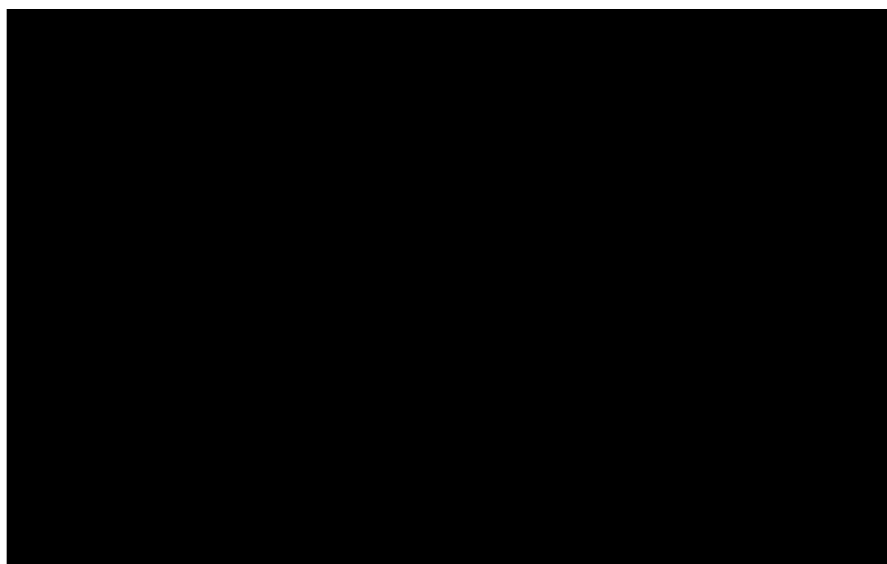
ALL HANDS MESSAGE



Bravo Zulu to the entire FISC team for making the recent command assessment (IG) our most successful! We had no major findings and only 13 minor findings (compared with 162 last inspection) thanks to your hard work.

Based on the evaluation of every inspector, it was clear that FISC San Diego has an exceptionally talented, dedicated, and hard working team. Most importantly the IG team was awed by your "passion for customer service," your "out of the box" creativity, and your understanding of and commitment to the NAVSUP and FISC strategic plan. The NAVSUP IG team was wowed.

M. F. Baumgartner



Official U.S. Navy photo

A bit of history...

Naval Operating Base (Supply Depot), San Diego, Nov. 28, 1941. "Pier and Transit Shed."